



**Seattle City Council  
Public Safety, Civil Rights and Technology Committee  
City of Seattle**

**MEMORANDUM**

**DATE:** March 16, 2012

**TO:** Councilmember Bruce Harrell, Chair  
Public Safety, Civil Rights and Technology Committee  
Seattle City Council

**FROM:** Marta Idowu, Commission Liaison  
Seattle Office for Civil Rights

**SUBJECT:** Seattle Lesbian Gay Bisexual and Transgender (LGBT) 2012 Work Plan  
Wednesday, March 21, 2012, 2:00 PM City Hall 2<sup>nd</sup> Floor

**Presenters:** Mac Scotty McGregor, Co-Chair, Seattle LGBT Commission  
David Howenstine, Co-Chair, Seattle LGBT Commission  
Julie Nelson, Director, Seattle Office for Civil Rights

**Purpose of Meeting:**

**Presentation and discussion of Seattle Lesbian Gay Bisexual and Transgender (LGBT) Commission 2012 work plan**

**Highlights of SLGBTC work plan:**

Seattle LGBT Commission top priorities for 2012 include:

1. LGBT Youth
2. Transgender Issues
3. Public Safety

**Project Background, Analysis and Summary:** The 2012 work plan includes:

The Commission developed its work plan based on the findings from Snapshot Seattle, a citywide survey and analysis conducted by the Commission in 2010 and 2011 to identify the interests, needs, and concerns of the City's LGBTQ community, and based on targeted outreach to communities of color. A copy of the final Snapshot Seattle report is available on the Commission's website at <http://www.seattle.gov/LGBT/>.

The Commission's work plan is organized in accordance with its committees: Government Relations, Programs and Outreach and Internal Affairs.

**Government Relations**

- **Gender Identity & Shelters:** Review Human Services Department contracts for inclusion of gender identity within protected classes and present Snapshot Seattle survey results regarding treatment in shelters.
- **SPD Outreach:** Partner with the Seattle Police Department to host a community forum and create dialogue about harassment, police training, and hate crimes in collaboration with the Seattle Human Rights Commission. Participate in SPD LGBTQ Advisory Council and foster ongoing communication with SPD.
- **LGBTQ Community Center:** Work with the Mayor's Office, City Council, and the community to bring together leaders and stakeholders to develop a plan for the creation of a LGBTQ Community Center.
- **Transgender Economic Empowerment:** Coordinate with community organizations and leaders to promote discussion of a transgender economic empowerment initiative.
- **Marriage Equality:** Support the passage of marriage equality legislation in Washington.
- **LGBTQ and RSJI training:** Work with the Seattle Office of Civil Rights to promote continuous inclusion of LGBTQ training as part of the City's Race and Social Justice Initiative.
- **Legislation:** Formalize how the Commission reviews and considers potential legislation.

### Programs and Outreach

- **Youth Resource Card:** Develop a wallet card for youth about LGBTQ resources and programs, and develop partnerships with other organizations to assist in creating, printing, and distributing the youth resource cards.
- **Website Directory:** Create an up-to-date directory of resources and community organizations to be publicly available on the Commission's website.
- **LGBT Commission Website:** Update and maintain the Commission's web content, and develop procedures and guidelines for the Commission's social media presence.
- **Pride Celebration:** Participate in the annual Pride celebration, including coordinating with the City and organizations to help organize the City's presence in the celebration.
- **Visibility:** Increase the Commission's outreach and visibility, using the youth resource card and website directory of resources to strengthen connections with the community.
- **Stakeholders:** Focus on building relationships with diverse populations, including people of color, seniors, youths, and transgender individuals, as well as related community organizations.

### Internal Affairs

- **New commissioners:** Develop, implement, and maintain a recruitment and orientation plan for new Commissioners. Assist with the internal development of commissioners.
- **IT:** Develop and maintain a secure online document storage system and calendar for internal Commission business. Collaborate with the Programs and Outreach Committee to develop procedures and guidelines for social media.
- **Attendance records:** Collect, review, and store attendance records.
- **Bylaws:** Review the Commission bylaws.
- **Budget:** Conduct quarterly budget review.